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ORAL HISTORY OF APPALACHIA
400 Hal Greer Boulevard
Huntington, West Virginia 25755-2667
304/696-6799

SUBJECT: Over the Glass History Project

ORAL HISTORY NUMBER: _____

MORROW ACCESSION NUMBER: _____

ORAL HISTORY

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XRichard W Russell
(Signature - Interviewee)

247 Illinois Ave
(Address)
Huntington WV 25707

DATE: 7-7-94

429-4303
(Phone)
Christina Casper
(Signature - Interviewer)

2950 Auburn Rd Huntington WV
(Address)

429-4814
(Phone)

COMPLETED



OWENS GLASS HISTORY PROJECT

AN ORAL INTERVIEW WITH: RICHARD CASSELL

CONDUCTED BY: CHRISTIE KASPRZAK

DATE OF INTERVIEW: JULY 7. 1994

Christie: Okay, today's date is July 7th, 1994. And this interview is for the Owens Glass History Project. And what is your full name?

Richard: Richard Wallace Cassell.

Christie: And when were you born?

Richrd: July 30, 1935.

Christie: Were you born here in Huntington?

Richard: Yes, ma'am.

Christie: Did you go to school here?

Richard: Yes, ma'am. I'm a Vinson High School graduate.

Christie: Did you go to school, what year did you graduate?

Richard: 1955.

Christie: 1955. And are you married?

Richard: Yes, I'm married. I have one son, and my wife works at the canteen in the V.A. Hospital.

Christie: Ohh. Okay, so when did you begin working at Owens?

Richard: In 1959, right after I came out of the Navy.

Christie: How did you get the job?

Richard: I put in an application and uh, waited about a month, and I got hired on what they called the cold end, or the packing department, at that time.

Christie: And you did have other family, though, that worked at Owens?

Richard: Yes, I had quite a few fam...people in my family that worked at Owens at that time. And it was a family-oriented business at that time.

Christie: And who, what, who were those people that worked there?

Richard: I had two sisters that worked there, uh, my father worked there, my uh, uncle worked there, uh...I had uh, three or four cousins that worked at one time that worked there. My mother had worked there and her two sisters had worked there. And that was just the immediately family. We had other people. My brother worked there for a short time and quit. And my dad's other two brothers worked there for a short time and they quit.

Christie: That's incredible. Now, did you have any family there help you to get hired?

Richard: No, I didn't. I had a hard time getting a job there. (you did?) Because they weren't hiring too many people at that time in 1959 when I come out of the service.

Christie: '59 or '55?

Richard: '59. I got, I went in the service in '55 and I got in '59. (okay) I went in service three days after I got out of high school.

Christie: And then you went to Owens in '59? (mmm-hmm) Okay. So, tell me a little bit about your father's experience at the plant. (ma'am?) Your father's experience?

Richard: My father uh...worked for Owens-Illinois 48 years and 8 months. He started in as what they called a sit-in boy; that was before the automatic conveyors. He'd take the bottles and set them the layer. And he told me that sometimes that the heat would be so bad that it would burn blisters on his face and ears. And uh, in time he moved up to what they called machine operator. They had the Owens-type machines that went in a round and round circle, and they had sixteen heads on 'em. And uh, he worked on those for some time. And then he got to be a machine foreman. And then Owens-Illinois decided to go with what they called the flow line or the individual section machine, which means that you could shut one section of the machine down, without stopping the whole machine, like you had to do the Owens machine. So he went back to sweeping again. And then when, in about 2 or 3 years, he got on uh, a flow line machine and they done away with all the Owens machines, except at Fairmont, West Virginia, where they kept them until they went down. And uh, he worked at uh, that job for quite some time. And uh, then they put in what they called a job change crew, and he worked a head of the job change crew on C shift, and that's what he was doing when I went to work at Owens.

Christie: So he was still there when you...?

Richard: Oh, yes, I...I worked for my dad for quite some time, and he thought I ought to do the work of 5 people. [laughs] And...

Christie: Were your sisters there? At the same time?

Richard: Yes, my two, my sisters worked there. They worked in the, on the selecting department out front. And my uncle had gone to the Portland, Oregon factory. And the rest, and other parts of family had gone to different factories 'cause Owens was building factories all over the United States at the time. And uh, I worked in '59 and I got laid off because they had a mold makers strike (ohh). So my uncle came back from Portland, Oregon on vacation, he said, "I can get you a job out in Portland." So...I wasn't married at the time, so I said, you know, I wanted to see the west coast anyhow. So I went and worked for, went to the Portland, Oregon factory and instead of being in the selecting department where I hired in here, they put me on what they called the hot end or the forming department, where the bottles are made. And that's where I got my apprenticeship started for running an Owens machine, a

flow line machine. (ohhh) And then when I got laid off there, I come back here for a short while. I intended to go back to Oregon, but they needed two operators, so they hired me here. (and you stayed here the rest of your time?) Then I've been here ever since then. (doing what job?) Well, for uh, about 10 years I was a machine operator. And then in '76, when we had the big cut-back, I went back to sweepin'. But I worked my way back up to machine operator again, and then I went to machine foreman. And the last year I worked, I was LPA, or Line Production Assistant, when I quit, not on salary, on hourly wages.

Christie: I see. What was the big cut-back in '76?

Richard: We had uh, two tanks go down, A tank and B tank went down. (Ahhh) They said they done that 'til they could make it a more profitable factory.

Christie: Oh, so they purposely closed them down?

Richard: Well, they purposely shut 'em down. But at the time, those two machines, those two tanks was making one whale of a profit. We had uh, we were runnin' a little out of McCormick bottles for spices and extract, we were running a lot of roll-on bottles for uh, underarm deodorant. We had a triple gob making Bayer aspirin bottles. We had uh, baby food running. We had Crisco gallon jugs running. We had Stubby beer bottles or one-way, throw-away beer bottles on them two tanks. And they were really running good.

Christie: Unh. How many people got laid off?

Richard: When I went to work at Owens, there was 2700 people there. And I think that took about seven or eight hundred of 'em.

Christie: Really. Wow. That was a huge cut-back. Was that the biggest one that ever happened at the plant?

Richard: Well, that was, that was a start. That was a start, when they started cuttin' back.

Christie: And that was in '76.

Richard: Somewhere in the '70's. I...I can't really remember that far back, because, but it's you know...(generally)...generally in that, in that area somewhere.

Christie: Wow. Did a lot of people you knew, or was any of your family laid off?

Richard: No, my family had all been there like me, for a long time, but uh, like I said, my two, my sister and my brother-in-law, they went to Atlanta, Georgia factory when they built it. (mmmh) And my one sister got married and quit. And then uh, they built a factory in Winston-Salem and my cousin went out there to work. And they uh, built a factory in Northbergen, New Jersey, and my uncle from Portland transferred to over there to work. (oh) So...all my

family stayed pretty well the same. My brother, he quit. And went back to the glass factory he was working in at Pilgrim Glass. But I got cut back to sweepin' at the time, which was about \$4.80 an hour cut for me.

Christie: How can they do that? That was...just give you another job because your job had been eliminated?

Richard: Well, it's uh, seniority rights. When you work for a union, you have what they call seniority rights. And you take the job that your seniority can hold, and if you're older people, then you have the higher paying jobs. When they lay off, you have to take the lower paying jobs. (oh, I see) So, when your seniority is, builds up, then you can bid on the higher paying jobs.

Christie: Okay. So the people with the least seniority get laid off, and then the next go to the lower jobs.

Richard: Yes. Last in, the last person hired in the doors is the first person out.

Christie: So was there a general uh, characteristics about the people that were laid off? Were they very young?

Richard: Well, most of 'em didn't have very much, too much time in, you know. Because they hadn't been there too long (right). It wasn't like the last time, because the last time every, almost everybody had well, back where I worked, you had to have 20 years in to just sweep the floor, when the factory shut down. (wow) So, but the people during the '76 or in the '70 area, I imagine most of 'em had five or six maybe ten years in. (I see)

Christie: What was that last job you had? The very last job?

Richard: LPA. Line Production Assistant. They took all the shift foreman off the job, and they knew they was gonna shut the place down. And made the hourly people run it.

Christie: Ohhh. Why did they do that?

Richard: I have no idea. I've yet to understand that move myself. [laughter] But, yeah, I haven't been able to understand lots of moves they make, really.

Christie: Yeah, yeah. Well, what kind of things did you enjoy about your work?

Richard: What did I enjoy about...I enjoyed the people. The most caring bunch of people in the world. If someone got in trouble, everybody was there to back 'em. It was a family. Sometimes you get mad at people. You know. Because where we worked it was hot. And sometimes the heat would get up to 145 in the summertime. And you know, your patience gets a little tried. But you'd always forget about it the next day. And that's uh, everybody we worked with, we always had a good time.

Christie: Was that true for the whole time you was there, up 'til the last...that was always true.

Richard: Always true. Except for the last four months and the pressure was absolutely ridiculous. I mean, I was almost tickled to shut it down, on account of the pressure the last four months. (really?) You couldn't do nothing to satisfy nobody. Everything that we used to make, which we thought was good wear, they threw it away, just simply because I think, that they didn't want to show a profit. (mmmh) That's my personal opinion. They had other opinions of their own.

Christie: Right. Did you socialize with these people outside of work? Did you spend time with them?

Richard: Oh, yes, we still socialize. We all get together uh, the shift I was on, C shift, we get together uh, the last Friday of the month, at the Onize Credit Union gym, and we have, we order pepsis and pizza and sit around and chew the fat, you know.

Christie: That's great.

Richard: Everybody tells what jobs they got, and what they didn't get. And you know. [laughs] Like some of 'em don't want a job, some of 'em do, and some of 'em's gonna try to go to school.

Christie: Must be really hard on the....

Richard: Well, there's a lot of people who's lost, who's losing everything they have. (yeah) I'm really a fortunate person. I got enough time in to retire. I got a pretty good pension, except for medical benefits. And I can, I could still live and live comfortably.

Christie: Yeah. So are there a lot of bitterness among the people that were laid off?

Richard: Oh, yes, there's quite a bit of bitterness. For instance, a lot of people had 28, 29 years in and they didn't get their pension. They didn't get nothing but their severance pay. And a lot of people got their pensions, like me, but they can't draw all their unemployment. They can only draw a portion of their unemployment. Whereas the people on salary, they got, most of them got a lump sum, which they didn't offer us, and they can draw all of their unemployment.

Christie: They didn't offer hourly people a lump sum?

Richard: No, no. (really? ohhh) And that, that caused a lot of bitterness, because, you know, some people I can't say a figure 'cause it might be some place, put some place else where no one wants to hear it, but they got quite a bit of money. But they're still drawing the total unemployment. And the people on hourly, we had to go to Charleston to fight the Board of Appeals for ours. (wow) And we didn't get ours until April. And they got theirs the day they left their job.

Christie: Mmmh. That's incredible. So, was there uh, do you think there was a lot of tension between the hourly and the salary workers on the job?

Richard: On the last four months there was quite a bit. (because of that kind of difference?) No, it was, it was, it wasn't that. It was because they were pushing, and there was no need to push. If they would have let the people alone, the people would have done the job without their assistance. We done the job without their assistance before. We didn't, we don't, we didn't really need them. (mmmh) Three years prior or four, to the factory going down, Huntington factory was number one in the nation in quality and production. And the only thing that changed was supervision. The people had not changed; supervision had changed.

Christie: When did that change happen?

Richard: About two years ago. They started bringing in other people when Owens bought Brockway out.

Christie: Oh. So they brought outside supervisors in? (mmm-hmm) And that caused a lot of tension?

Richard: Well, it caused, it caused considerable tension and it uh, the way they wanted things done wasn't the way they had been done. Instead of having a gradual change, you know, they just jumped in and said, "We're gonna do it our way." (mmmh) And you just like taking a dog out and saying, "Instead of chasing this stick frontwards, chase it backwards." And you just don't do things like that. I mean, it should have been a gradual change. And it wasn't. It was a now situation.

Christie: What kind of changes do you mean?

Richard: Changes in uh, production procedures, changes in uh, quality procedures. Like for instance, when a whiskey flask, sometimes it, the government requires that it hold so much, and we had people come in and took over the history department. And instead of allowing what they used to allow, they cut it down to zero. And they threw them bottles away. But those bottles were still good, 'cause they was within the U.S. Government's specifications. And that was a lot of good ware. I mean, where it could have been saved, it was thrown away for no reason.

Christie: What about personality? Do you think that uh...think there was tension because of the fact that they weren't from West Virginia? They weren't from your plant?

Richard: No, I don't think it was that. (it was just changes in) It was uh, some people had "I'm better than you," or "I know more than you," or uh..."You do it my way, no matter if you're right or wrong." And uh, they uh, suppressed people into working hours that they didn't wish to work. (really?) When the factory was cutting, they kept, they started cuttin' back a little bit at a time, and they were, they was runnin' short on help. They would go to people and tell 'em, "You're gonna work 12 hours, or 8 hours more." And

they said, "Well, I can't. I've got..." "Well, if you don't work, we'll fire you." (really? wow) And women who had, for one-parent women, have to go home to their children. They had, you know, you cannot just go and call a babysitter and say, "I'm gonna work 8 more hours." Now, back where I worked, they didn't do that very much. But they told us if we didn't work the overtime, that they would shut a machine down. And that would cause more people to go. So, we all jumped in and we worked overtime. I worked more overtime the last 4 months that the factory ran, than I had in 10 years. (wow) In fact, I only worked 2 days overtime in 10 years. I worked maybe 80 hours or 90 hours a week the last 4 months.

Christie: That's incredible. And under the idea that you can save the plant or just that you can save your job?

Richard: No, I can save the people's jobs so they could get their severance pay when the factory went down.

Christie: I see. That's a lot of pressure to put on people.

Richard: Yes. It's too much people. That's why all those things I give you appeared on every bulletin board on the factory. And some a lot worse than that. (yeah)

Christie: Mmmh. Sounds like a lot ofpeople were just really well, I don't know how to say it, but.... Was there anything the union could do about stuff like that?

Richard: No, they, the company has a clause in the contract which says the company has a right to manage the work force. (and that meant...working overtime?) Well, the company says, the contract says in case of emergency, we can force you to work overtime. (ohhh) But I cannot see it an emergency when you have 500 people laid off. 'Cause all you have to do is go to the phone and call people back to work. There's not, there was no emergency. And they didn't get that straightened out for about 3 months, until they finally, we finally got it straightened out in about 3 months. But it was too late then. (yeah, yeah)

Christie: Mmmh. So, you said you socialized with people when you did work there. What kind of activities did you do?

Richard: Well, when I first went to work at Owens, every year we had a big Christmas party for the kids. And they give 'em all gifts. They had a big Easter egg hunt every Easter. We had a tremendous 4th of July picnic at Camden Park. They always had a Christmas dance. There was a club on every shift that always had Christmas dances, and Halloween dances. They had uh, horseshoe teams. We had baseball and softball teams. Had bowling leagues. The company sponsored most of this. But the last 16 years I worked, they cut all their sponsorship out. (mmmh) They uh, quit giving you money on anything. To do anything with at all.

Christie: The last about 16 years. Well, I wonder why the...

Richard: They said it was costing them too much money. (oh) They

had, they still had little parties for the children on, for Christmas. And maybe an Easter egg hunt. But you know, they used to have tremendously, they'd rent Camden Park for a whole day. And everybody had a good time.

Christie: So you think they made all these cutbacks 'cause they said they couldn't afford it?

Richard: Yeah, they said they had, that competition was so great that they just had to put their money other places. (mmh)

Christie: Well, how do you think that uh, the ownership and the management changed over the whole period you were there? In what ways did it change?

Richard: Well, Owens-Illinois was bought out by Kolar Kravitz and Rolands, who as you know and I know, have a uh, reputation for buying companies and ruining people's jobs.

Christie: Who are these people? Do you know?

Richard: Well, they're a, they're a, what they call a group of people who spend none of their own money. But they buy different people out. And then they start selling things off. See, Owens used, Owens used to have a division product, section of their company. They had a paper section of their company. We, at the factory here, we used to make all of our own cardboard containers to put our bottles in. And they shut it down first. So, they just, they just started selling little pieces here off and there off. Owens used to make picture tubes. We had uh, Libby-Owens, which made glassware. Owens-Corning Owens, which made your uh, corning ware. Owens Fiberglass division, which made fiberglass installation. (mmmh) Owens was a big outfit. (yeah) But...they sell a piece at a time. And they, this factory was the debt that was put on Owens-Illinois, because they had to pay that much money every month. I think they told us our debt was somewhere like a million and a half a month that we had to make over and above what we used to make to pay the interest and the, on the debt for this factory. (mmmh)

Christie: Now, when did uh, it's called KKR, right? (yeah) When did they buy out...?

Richard: It's been maybe four years ago, or five, somewhere in there. I'm not really sure.

Christie: And then the Brockway buyout came after the KKR?

Richard: Owens bought Brockway Glass out, yes.

Christie: Okay. So both times there was a lot of big changes made. (yes, both times) Mmmh. Well, how would you compare those uh, the management, the actual people on the job, to previous management? Did you get along with management prior to KKR?

Richard: Yes, well, you know...you get along with management

uh...in the fact that well, I always say a person earns respect. Respect doesn't come with no job. Management, if you earn the respect of people, then you have respect. But if you expect to get respect from your title, then you're just wasting your time. And that's the way we had some people who had no, really no one respected them. And we had other people that everybody respected, because you could tell you know. It doesn't long to find a person out when you work with them. And that's, we had lots of good people on salary. People who cared. And then we had some people that you couldn't turn your back on five seconds.

Christie: Really? So that was pretty much true the whole time you were there. There was just individuals that you

Richard: Oh, yes, there's always individuals in management that, well, they're out to get, make personal gain (mmm-hmm). Instead of being on the team, to try to make everything go forward, they were out putting for their own self. Whereas if they'd have put the energy they had with everybody else, we'd probably still be there.

Christie: Mmh. Did you socialize with any of these people, outside of work?

Richard: Me? (mmm-hmm) Oh, yes, I had lots of friends in, on the management position. My brother-in-law and brother was assistant plant manager of this factory.

Christie: When, who was plant manager when he was assistant?

Richard: Silvas. (oh, right when it closed, he was) Mmm-hmm.

Christie: Wow. And so did your brother-in-law know what was going on?

Richard: My brother-in-law's brother.

Christie: Oh, your brother-in-law's brother. (His name was Kenneth Bowles) He knew what was going on?

Richard: I imagine. I never sp-, talked to him about what was going on, because a person in that position can't go tell somebody else, because you tell one person, everybody in that plant, everybody knows everywhere.

Christie: Yeah, so you never asked him.

Richard: No. It didn't, after you'd been there 33 years, you can figure it out for yourself.

Christie: Did you think that they were purposely not telling you that it was gonna close?

Richard: Oh, yes. Oh, yes. (mmhn) Yes.

Christie: When did you realize that it was gonna close?

Richard: About two years ago. (really? because of the Brockway stuff?) Oh, no, (no?) no, because of the way things were going, the people they brought in. They had brought people in who...really had a position but not the knowledge. (mmh) Nor the wisdom to back them, to help the knowledge that they had.

Christie: And those were the new supervisors? (right) Unh. So you sort of saw it coming for about two years..

Richard: Yeah, quite a few people saw it coming, but they didn't want to believe it.

Christie: Yeah, I'm sure no one did. Mmh. So when was your last day at the plant?

Richard: My last day was uh, three days before the factory went down, we was working. It was right after Thanksgiving. We thought the factory would shut down on Thanksgiving shut down. But uh, I guess the rumor got started so they, they held it longer. And they shut it down before they was supposed to shut it down. Then everybody knew it was coming because they didn't have enough raw materials to go ahead and run. You know, it don't too smart of a person to figure up what you're producing, and how many boxes you got, and how much raw material you have left, to figure out (right). But they don't have enough to run 'til after this date. (mmh) So that's what happened. We all knew.... They held it three days longer or four, than what we thought they would hold it.

Christie: And that was December of '93, right? (mmm-hmm) Mmh. They had some people kept on working in the plant, they were emptying it out, right?

Richard: Well, those people are taking machinery apart and shipping machinery to other places. They're taking, they had two new tanks, they took them down, from what I understand. I haven't been back in there, and sent the uh, I think they said they're sending the blocks to Zainsville and Atlanta; I'm not sure. But that's just my, what I heard. (mmm-hmm) They had uh, a lot of other, you know, bottle forming machines they sent different places. Lahrs they sent different places, all the, they had places for computers, which could be used anywhere, really. And uh, big computers that run the machinery. All those was taken out. Quite a bit of stuff was taken out of the factory.

Christie: Did a lot of people or did anyone get transferred to other factories? Or did everyone get laid off?

Richard: Well, they had other people in salary go to other places. (they did?) I have a friend, before the factory went down, went to the Lakeland factory. And uh...but as far as I know, there was no hourly people transferred anywhere. There was salary people, I imagine, who got transferred different places.

Christie: What about the plant manager?

Richard: I don't know where he's at.

Christie: Yeah. How did you feel about him? Did you know him personally?

Richrd: No.

Christie: Did you get along with him?

Richard: I got along with him. (this was Denny Silvis, right?) Mmm-hmm. He uh, he was a likeable person, but he had, he couldn't manage. (really?)

Christie: Now, who was before him? Jim Kunkle, is that right? (mmm-hmm, Mr. Kunkle) I'm just starting to get to know who...some of the people were.

Richard: Yeah. Mr. Kunkle was there. Rob Smith was there before, after Mr. Kunkle left. Rob Smith was a nice person.

Christie: Did they change plant managers a lot?

Richard: Well, yeah, more or less. About 3 years is about your time. (really?) Yeah. (why do they do that?) Well, it...I imagine they don't like for those people to get too close to individuals, you know.

Christie: Mmmh. So how did you find out that they plant was closing? Did you just hear it, or did they announce it to you?

Richard: Well, we heard rumors from everywhere. Not just this factory, but when you have friends and relatives in other factories, and they tell you, then you know, where there's smoke, there's fire.

Christie: So you first heard it sort of by rumor or something.

Richard: Yeah, from...I can't say where or why, or how come. But we did hear it.

Christie: And when did the plant actually officially notify you?

Richard: I think it was...the last of September or the first of October. I'm not really sure. They uh, I was working midnight shift. And uh, I was the grievance man on the C shift, at the time. And Fred Bledsoe told us that to come by, that we had a meeting in the morning, so stay over. So, when we went in the meeting, I said, "Fred, they're gonna have to shut the factory down today." And he said, "Ah, Rob Smith is coming in." I said, "They always send a friend to give you the ax." And the first thing he said, he said, "I got bad news." He said, "I love the people here, but Owens-Illinois in Toledo has decided to shut the factory down as of, and cease production as of the 23rd day of December."

Christie: Who was in this meeting?

Richard: Uh...salary people uh, grievance people, presidents of the locals, (mmmh). We had three locals and union presidents.

Grievance personnel from, and their committees.... And uh, heads of departments.

Christie: Wow. And then did you have to go out and tell the hourly workers? Or did they...?

Richard: Well, they posted a bulletin right after that. But they'd already had it printed up. They put it on the board.

Christie: What is your job as a grievance person? What does that entail?

Richard: Well, a grievance person is a person who uh, takes if someone feels that they have been done wrong by the company, like they haven't, they took 'em off a job they should have seniority to have, or if their pay isn't right, or they're not receiving benefits the way they should, then a grievance person goes in and talks to the shift foreman first. And tells the shift foreman, you know, and asks him to make an adjustment. Well, if he doesn't apply hisself to this, and doesn't do it, then we have what we call a grievance form. And we write out a grievance. And the grievance committee looks this over to make sure this is a just grievance. And the grievance committee, which is about five or six people, decide that this is a just grievance, then it is presented to the Industrial Relations manager. And he has three days to answer that in (mmmh). And if he doesn't answer it properly, then we will send it to the what we call the four step, or International Union. And they come in about every two or three months and try to settle all the backlog. (I see) That way it keeps everybody pretty well straight, you know. And it, as long as you go by the contract, most of the time you don't have too much problem.

Christie: So they had one grievance person on each shift?

Richard: On each shift. (I see) In each department. See, I worked in the forming department; selecting department had a grievance person. Mold shop had their grievance people. Uh...corrugated had a grievance person. Shipping had a grievance person. They each had one on each shift. (I see) And that kept, kept everything pretty well even-keeled all the time.

Christie: What kind of grievances did you have? Or did you have a lot of them...in the end?

Richard: No, we had very few grievances. (did you?) We had very few. Most of the people's grievance would be over someone worked this time and they didn't get paid for it. So usually you'd go down to payroll and they'd give it to them the next time, next check or something.

Christie: So it usually got straightened out?

Richard: Yeah, really.

Christie: Mmmh. So you had a family when you were working at the plant (mmm-hmm), and your wife was working, too.

Richard: Yeah, my worked there 15 years in the balcony.

Christie: Oh, she worked at the plant? (mmm-hmm) Oh, I didn't know that.

Richard: Yeah, she worked at Owens for 15 years. She worked in the uh, what they called the carton assembly. (the corrugated?) No, carton assembly. Well, she worked in corrugated for a while on a partition machine, but then she got, they got away with some of the partition machines and they sent her over to the selecting side and she worked on what they called the balcony, or the uh, where they make, assembled cardboard cartons. (oh, I see) And when she got pregnant, she quit.

Christie: So she stayed home with your son. (yeah) Okay. I was just wondering if it was difficult balancing home and work with both of you working.

Richard: Well, she uh, after he got so, you know, up where he could take could care of hisself, she went to work at Foodland, or the old Tradewell store. And then about, going on last year, she quit there and went to the V.A. Canteen.

Christie: How do you feel about...how did you feel about your wife working at Owens...with you?

Richard: Fine. That's where I met her. (oh, it is?) Yeah.

Christie: Did you work the same shift? Or did you work ...

Richard: No, we worked separate shifts (oh, you did?) yeah.

Christie: Was it difficult to see each other?

Richard: Oh, no. (coming and going at different times) Well, you can make time for anything you want to make time for. [laughter]

Christie: That does seem like that would be really difficult, to have different shifts.

Richard: When we got married, we was working different shifts. (really?) She was working in, she went to work the straight 3 to 11 in the corrugated department, they called her back over there for awhile. And I was working in the forming department. (mmh) And I was working rotating shifts, and she was working straight 3 to 11, for about 2 months.

Christie: Wow. [pause] How did you feel about having women work at the plant? Did you get along with the women?

Richard: Oh, sure.

Christie: Were there any women in your department?

Richard: Uh...we had three or four trainees come back and work with us for about a month. But they decided that they wasn't the

right place to be.

Christie: This was in the forming department?

Richard: Mmm-hmm. Because where we worked, you have to do a lot of heavy lifting. And...(this is the hot end?)...mmm-hmm, the hot end or the forming department. (okay) Flow line...it's two or three different names but, they didn't stay very long, because the job was very dirty and very hot, and the equipment is very heavy. And very few women liked to lift 80 and 90 pounds. (yeah) I mean, very few women can't lift 80 or 90 pounds. So they didn't last very long. But other factories do have women who worked where I worked.

Christie: So, did men and women generally have different jobs at the plant?

Richard: For a long time. For a long time women, women only run, worked in the selecting department, selecting ware. And then they, all, what they called crew leaders were all men, but then the women, through seniority, took most of those jobs. (the crew leading jobs?) Crew leading jobs, yes. (in what department?) In the selecting department. (but not in the other areas?) No. (okay) And then the ...we had women bid into the mold shop. We had women bid into the what they called the quality specifications, Q & S, had women uh...take truckers jobs, running for the balcony, foreman stuff for the balcony. And they took, could do about any job there, really.

Christie: When did that start changing?

Richard: It started changing a long time ago...really. I can't remember back around all those changes (yeah), but.... You know, it doesn't, it didn't bother me, you know. No matter who you work with, I always figure if you're nice to somebody, they'll be nice to you. (yeah) And that's my personal opinion. I think, you know, I treat a person, they do a good job, that's fine. I don't care what, or who they are or what they are. As long as they do their job fairly.

Christie: Yeah. Did, but did management change their practices of hiring? I mean, how did they...change it...?

Richard: Management stopped hiring through recommendation and started hiring through job service. (I see)

Christie: Mmmh. And they, and they changed their policy about letting women bid for other jobs.

Richard: No, 'cause you could always, you could go where your seniority takes you. If you had the skill, if you was a woman, and you wanted to be an electrician, and you had the skill and the seniority, you could take that job? (in earlier years as well?) No, just in the last I'd say 17 years. You know, after women's, after women's rights came in the second time; not the first time, but the second time. (okay)

Christie: But there was some kind of policy change there that made it women....

Richard: The government changed that.

Christie: Oh, the government forced the factory to....

Richard: Well, they forced everybody. (mmm-hmm) You have to give, you have to be an equal opportunity employer. (right) So.... If a person has that skill, and the seniority, you had to given them that job.

Christie: And that was true for uh, blacks as well. (oh, yes, yes)

Richard: Black people...same way.

Christie: When did, do you remember about when the first blacks were hired?

Richard: Uh...I don't remember. But I had some good friends who were...Jan Wright, and uh, Cool Willy Wittenburg uh...Roosevelt Vines...uh...Libby uh, Cha...uh, oh, I can't think of her last name. But they're all good friends of mine.

Christie: Were there, or were there blacks there when you started in '59?

Richard: No.

Christie: No. So it was some time after that.

Richard: No black people, no black people.

Christie: And then the equal opportunity employment came in with the government and changed that?

Richard: Mmm-hmm, changed that, too.

Christie: Did they hire a lot of blacks all at once?

Richard: We had a lot of black people come, we had a lot of black people go. (really?)

Christie: Were there a lot of blacks still there when the plant closed?

Richard: Uh, yeah, there was uh, uh, where I worked there was a boy named Gerald, and Willy Wittenburg, uh, Libby was there, Jan was there...Lanita was there. There was quite a few. There was a couple people who worked in shipping, a couple of people in maintenance...there was, there was quite a few.

Christie: Were there any in your, in the hot end?

Richard: Mmm-hmm. Uh...a boy named Gerald and uh, Wittenburg.

Christie: And they were...were they on your shift? (yeah, they were on my shift) I was just trying to figure out... How many people are on a shift, in your department?

Richard: Well, when I first went there, they had 34 machines. And when we shut the factory down, we had four. (wow) When I first went there, my seniority number was 178. When I quit, my seniority number was I think 29 or 30.

Christie: That's incredible. And how many years were you there, total?

Richard: Thirty-three years and eight months. (mmmh)

Christie: What kind of things didn't you like about the work?

Richard: I didn't like the heat. Sometimes shift work got on my nerves, but you know, you learn to accept that. I did like being off during the week. Because during the, you can get off during the week when you want to go somewhere, there's not a big crowd of people there (mmm-hmm, yeah). Uh...most of the work we done, we done almost by yourself. Where I worked you couldn't, well, you had to stand directly in someone's ear and talk because you couldn't hear 'em. Or you used a lot of sign language. The noise was terrific. I didn't like that. We didn't start wearing ear plugs 'til about 15 years ago. And after you wore 'em one time, you could not walk back in there without 'em; it would absolutely, the noise would drive you nuts.

Christie: Do you have any hearing problems now because of it?

Richard: Yeah. (you do?) Yeah. I have hearing loss in both ears. (really?) My dad couldn't hear a freight train walk up on him if he wanted to.

Christie: And he worked there for forty some years. (48 years) Forty-eight years. Yeah, were there other safety regulations?

Richard: Oh, yeah, you have to wear safety glasses at all time. They requested you wear steel-toed shoes. Uh...you had to wear hearing, hearing aids all the time. And where I worked, you had best wear long sleeve shirts and long pants. Because the heat and everything, everything you touch was hot. And you never pick anything up without a glove...

END OF SIDE 1

Christie: ...major injuries at the plant?

Richard: Yeah, we had quite a few injuries at the factory. (in your section?) Mmm-hmm. (burns?) There were people, well, we had people have uh, what they call drops go down their gloves. That's when the machine malfunctions and the uh, the gob that makes the bottle would come down when it wasn't supposed to, and we wore gloves that had big cuffs and it would go down in their glove and

burn 'em. We've had uh, well, I had the end of my thumb cut off. (you did?) Mmm-hmm. (really?) Yeah. I had, a lot of people had their, we'd get caught in machinery. Sometimes the head would start up by itself and it would burn your hand or we had sometimes I, I've stepped on glass and had glass run through my foot before. Uh...we had people get run over by machinery out front, over their feet. Stuff falling on people. Had uh, women get their hair caught in the lahr. (mmmh) (anyone ever get killed at the plant?) Ma'am?

Christie: Were there any, did anyone ever die?

Richard: Uh...they've had a few people die, but not from injuries at the factory (oh, not from injuries), just...just have a heart attack and die.

Christie: Wow. And then I guess there's some long term effects, like you said, the hearing. (mmm-hmm) I mean, it doesn't matter how many years later you still....

Richard: Yeah, you still suffer with it. A lot of people have uh, asbestoes. (is that a problem you have?) No, I don't have (yeah) I don't have any.

Christie: That's good.

Richard: They...a lot of people have had eye injuries. Because we didn't have to wear safety glasses for a long time. (oh, yeah.) And...

Christie: Is that a government regulation?

Richard: That's OSHA. You have to wear safety glasses when you enter the factory.

Christie: And the ear plugs, as well?

Richard: That's two things that they're really careful on.

Christie: Right. That's great, though, that they...

Richard: And when at the last, when we was working at the last three years, they made people out front wear hear nets or a hat. (what, for what purpose?) Well, they said to keep from gettin' hair in the bottles. But...really, I could see no use in it, because most bottles, the openings are so small, and (the chance of...), and the chances of...we never had a complaint of a hair in a bottle. [laughing]

Christie: We were just talking about black workers. Did you think that they had the same opportunities for pay and training? (oh, yes, oh, yes) At the beginning, as well as at the end?

Richard: Oh, yes. You advanced just like anybody else, where your seniority would take you. Wittenburg was a, when he came to the factory, he started in sweeping, like everybody else. When we

left, he was running a machine, making good money. Gerald was an apprentice operator when he left.

Christie: Were there generally good relationships between the black and white workers?

Richard: I had no problem with them. (but did other people?) Not that I can recall.

Christie: Seemed like everyone got along pretty well?

Richard: Oh, yeah. You do your job, you got no problems.

Christie: Same with management getting along? Did they treat the black workers any different? Or the women any different?

Richard: No. (no?) No, most women could take up for theirselves. (yeah)

Christie: Were there any black supervisors?

Richard: Yes. We had...uh, a lady on B shift, was a black supervisor out front.

Christie: And that's in selecting. (mmm-hmm) Were there any men? That you knew of? (no) No. Anyone in your department? (no) No. They were all men in your department anyway. (mmm-hmm, all men) Well, I wanted to also ask you if you think about the union, which union were you a member of?

Richard: Well, it used to be the GBBA, but it's changed to the uh, Plastic, Glass, Plastic, and Pottery Workers. It's uh, AFL-CIO, is what it is.

Christie: And which department, which departments in the plant are a part of that?

Richard: The forming department and the selecting department. The mold shop is under the Flint, Glass Workers union.

Christie: Okay. And did you, were the unions always with the selecting and the forming?

Richard: We've always had the union in all three departments.

Christie: Didn't the women's union use to be separate?

Richard: Yeah, they were separate for a long time. But uh, then they all went together, and the selecting and the forming department. That's when another thing of equal opportunity came in, that women had a right to bid on them jobs, so they had to put both unions together. (I see)

Christie: So that's why they came together. (yeah) What about the mold shop? How come that was always separate?

Richard: Because they're was skilled labor.

Christie: So they're considered different.

Richard: Well, they (as far as their needs as a worker?) yeah, they uh, basically take care of all the molds and blanks and rings and stuff that form the bottle. And uh, most of them people can run a lay or or engrave, or stuff like that. They had just a lot of people who just done repair work on 'em. But they still were in the mold makers union.

Christie: Did the union support each other? Or did they have anything to do with each other?

Richard: Well uh, they, our union, where I worked and the people out front were in the same international. So we support each other. But the mold makers union, they're in the glass workers international. They would support you to an, to a certain extent. But that's as far as it went, you know.

Christie: Right. Did you ever not you personally, but did people ever cross each other's picket lines? (oh, yes) Just with the, between the mold makers and everyone else? (mmm-hmm) I see.

Richard: Big...last mold makers strike they had, they only struck selected factories. And uh, some factories would take the, take the picket line down. And the people would go to work, and they'd put it up, put it back up after the people...(oh) 'Cause here they didn't do that, and the people went ahead and worked anyhow, because we had a contract with the company.

Christie: And yours was separate from theirs. (ours was separate) And you have to be careful. (yeah) When was that? Do you remember?

Richard: It hadn't been too long ago, but I can't remember you know....

Christie: Some time in the '80's, or...was it in the '90's?

Richard: I say it's...it's been in the '80's, I would imagine. But it hasn't been too long.

Christie: Did your union ever go on strike?

Richard: Oh, yeah. We were out 52 days one time. (really? about when was that?) That was uh, right after I went to work at Owens. We went out and we come back with four cents.

Christie: Did you walk the picket line?

Richard: Yeah, everybody walked the picket line. And then we went out one time for uh, insurance reasons. (trying to get better medical insurance?) Well, they was trying to take our insurance away from us. (oh)

Christie: What's it like walking the picket line? Anything interesting?

Richard: Well...salary people's inside, hourly people's outside. There's always some idiot that wants to holler something at somebody, you know, that's not really nice. And that, which is I guess, they...I'd say it's average. You know...it's not like no violence. We didn't have no violence on the picket lines.

Christie: Did you have women out on the picket line, too? (oh, yes) Anyone make a scene?

Richard: Well, we had uh, three women lay down in front of a train (is that right?) and wouldn't let the train come in the factory. They just laid there and they wouldn't get up, and no one could get 'em up. The train didn't come in. [laughter]

Christie: Did you know these women?

Richard: Yeah, I knew 'em. That's been some time ago.

Christie: Yeah. Where was that?

Richard: It was at the factory, the Huntington factory. It was in the paper. If you probably went back through the, if they kept records up here, you could probably go back in the paper and look at it and find a picture of it in there or somewhere.

Christie: And they were just trying to keep the train from coming in because you were on strike? (yeah) That's funny. Mmmh. Any other kind of interesting stories you have about the union, or strikes?

Richard: Well, strikes don't help or hurt anybody. Strikes...when you strike, you strike for a reason. It's mostly for wages or benefits. And there's a...I've got a lot of friends who don't work for unions. And they say unions are no good. (mmh) And I always tell 'em, without the unions, there would be no minimum wage, because the unions of this country set the wage scale. And if you have to work for \$4 an hour all your life, when I went to work at Owens, I went to work for \$1.68 an hour. When I finished, I was making \$15.43 an hour, plus my bonus.

Christie: Did you get a bonus for a certain amount of production?

Richard: I usually averaged about an hour a day, or an hour and a half. So, you can see, if you're working for someone who had low wage scale whatsoever, except their own to go by, and they don't have to pay you any benefits, and they can work you any time they want to, you can't tell me that unions are any good. Unions protect a lot of people who aren't any good. But they project, protect the majority of people who want to make a living for their family and make a decent living. 'Cause a lot of people want their kids to go to college, and that costs a lot of money nowadays. (mmm-hmm) And a lot of people want nice things. And if you don't make good money, you don't buy things.

Christie: Did the union ever uh, help working conditions?

Richard: Yes, working conditions are, are turned around a lot by the union because they won't tolerate toxic chemicals, they won't tolerate unsafe lighting, ventilation, uh, safety tools that you need, the union makes, makes people buy, and union or OSHA together has changed the American work force's way. A lot of people don't like OSHA, because they do a lot of hurt...they do a lot of hurt. They put jobs, make jobs a lot harder for you sometimes. Because of the equipment you got to use. But it's safer. (mmm-hmm) And the union does the same thing. The union protects the people that works for it.

Christie: Yeah. Did you use to go to union meetings? At all? Kept up on what all the new changes were, and information?

Richard: I was chairman of the business committee for seven years.

Christie: Wow. What kind of experience was that?

Richard: It was a, it was, we had meetings with the company once a month, and we would discuss what we thought needed done. We had the plant manager and the supervisor, shift supervisor, and the forming supervision, we'd all get together once a month, and then we would go over what we thought was safe and unsafe, and what changes needed to be made, you know. And that kept everything pretty well leveled out. And go over all the grievances that we had.

Christie: How did you think the management responded, the company responded?

Richard: On a scale of 1 to 10? (sure) Four. (four?) Four.

Christie: Mmmh. What years were you doing this?

Richard: Quite some time ago. (it was?) It wasn't....

Christie: So, it wasn't in any recent

Richard: Not recently, no.

Christie: Did you think there were manangement, because of management changes, that they responded better or worse, to grievances and problems?

Richard: Management changes uh...was something like going from fall to winter. It's according to who you have in. If you had good management, you got a springtime. If you had bad management, you got a cold, black winter. That's just the way it runs.

Christie: Who was the plant manager when you were doing this?

Richard: Uh...(do you remember?)...Mr. Kunkle was there once for a while, and uh, I can't remember.

25

Christie: Well, that's alright. I was just wondering.

Richard: We've had so many plant managers, they, you know, they come and go.

Christie: Do you think they responded better or worse, just in the last....

Richard: Worse, in the last few years. (worse) Everything is on uh, cut, cut, cut, budget, budget, budget, cut, cut, cut.

Christie: And you think that was the cause of the new mergers?

Richard: You got to make money to pay your bills (yeah).

Christie: Did the union ever benefit you personally, in like stepping in in any situation? I know you got financial benefits, 'cause of the contract and medical. Did they ever help you personally for a grievance?

Richard: Yeah. I got the, the union helped me to keep the machine foreman's job I had...several times. ('cause they were laying off?) Because that they wanted to uh, uh, use to be jobs were given out by not what you knew, who you knew. And for the union they decided that jobs would be given out by seniority. Then, that helped me. I had uh, they would through an apprenticeship machine foreman and I worked it for three years. And then I got my, first opening came I was moved up to machine foreman.

Christie: So that really helped your career.

Richard: It really helped my wage structure. (yeah) [laughing]

Christie: How did the...how did management respond to your needs for like time off? Or if you were sick or injured or something?

Richard: Uh...I believe that we had one of the most flexible sick leaves or personal leaves or...that you could come by. If you had a death in the family, they paid you three days of your salary. But they, you could stay off two weeks; they wouldn't say nothing to you, you know. (mmmh) If uh, you had to get off, you know, to do something, they would let you off. They would make arrangements. They would even let you take one days vacation to get off any time you wanted off, in the department I worked for. Now, the department out front was entirely different. That was an entirely different section of the factory. (the selecting?) Yeah. They uh, (how were things different?) well, they were run different. Like if I, I used to coach little league baseball. And when my boy was little, I'd take one days vacation because I wanted to be at the game that night. People out front couldn't do that. Because they'd say "you have to take a week off." (mmmh) But you know, vacation is what I believe is yours to use as you see fit. If you want to take it one day, or two days or ten days or whatever (right). But, and then again, the people out front, some people could get one day off. Which goes back to it's not what you know, it's who you know.

Christie: Do you think there was a lot of favortism in the....?

Richard: Oh, there's always favortism in any place you work. There's a lot of favortism. (yeah)

Christie: And they had different supervision and different people running each section, so it depended on who your supervisor was?

Richard: That's right.

Christie: I guess that makes all the difference. And then when new management comes in, you never know, everything could change again, right?

Richard: Well, the management at that level very seldom changes. Unless somebody retires, and they bring somebody else in. The management, the shift foremans, that's mostly shift foremans level, or uh, production supervisor, something like that. That really don't usually change very often at that level.

Christie: What did you think the management attitude was towards the union? The management salary workers? How did they feel about the union?

Richard: Well, not being on salary, I mean, I really couldn't tell you how they felt, but I, you know, they've got a budget to go by, and they're gonna meet their budget because their bonus depends on what they spend. If they don't, if they can stay under their budget at the end of the year, they get a bonus. If they go over that amount, they don't get no bonus. So they try to hold things tight. And uh, I can understand their you know...(mmm-hmm) I would be working to get me a bonus at the end of the year, too. (yeah) But on the second hand, you've got to have enough, you know.... Old Jewish proverb..."You've got to spend money to make money". So if you don't spend money and keep things up, then you've got all kinds of breakdowns, you've got down time; you don't make no money.

Christie: Yeah.

Richard: And we was in that situation for two years. The last two years, they would fix nothing. (unh) Everything was just left as was, and tough luck--do the best you can do with it. (really? like when things broke down?) They didn't work on 'em. They wouldn't fix things that needed fixed. They wouldn't uh, go the extra mile as you know, to do this or that. They just let it go.

Christie: Why would they just let it go?

Richard: Because they knew it was gonna go down anyhow. (they knew) Why worry about it? That's another thing, you know, you can say, you can look at and say, "They're not fixing it, they're not intending to run it long". (right, right)

Christie: Well, I've asked you most of my questions, so.... Were there anything I didn't ask you about, that you'd like to tell me about? Any stories or how you felt about working there? What was

the general feeling for you and your family about the plant?

Richard: Well, it was a, to me, the factory going down was really hurt a lot of people. And uh, like I said, I came out in good shape. I didn't want to work too much longer anyhow. I'm, I'll be 59 at the end of the month, and I figured to work to about 60 and bail out then. But a lot of people who, you know, two friends of mine who had just bought a brand new home...but plant manager had told them two months before that that the factory would still be here. I mean...they didn't...new house.

Christie: Why did they tell people that, instead of just telling them...that it was....

Richard: They said they didn't know. (oh, they didn't know) But all of my people, they couldn't believe it went down. You know..they're scattered all over the place. They, they just couldn't believe the factory went down. (mmmh) But you know, when you go to work for a company, they don't assure, tell you that you're gonna work here a lifetime (yeah). You've got to understand it, that there's no job security any more in the United States. That things aren't like they used to be. And it never will be the same. Because of imports. Imports are taking more jobs away from us than you can believe. Plastic is killing the glass business. At one time we made any kind of container that you could think of. Avon bottles, fancy avon bottles, all kinds of perfume bottles. And when I left the factory we were making two kinds of bottles; whiskey, beerwhiskey, beer and a gallon jug for acid. (mmmh)

Christie: There were a lot of cutbacks over the years.

Richard: Lots of cutbacks. And a lot of factory have been, went down before this one went down. The uh, Fairmonth factory went down, the uh, Northbergen factory went down, they had a factory up north went down. Louisiana, New Orleans went down. And there's supposed to be four more go down.

Christie: Is that right? (mmm-hmm)

Richard: And I think there'll be two on this coast, and two on the other coast.

Christie: Now, how do you think, do you think the automation's allowing them to keep their production up, without all the people?

Richard: Oh, yeah, we...uh, we made more ware with six machines than we made with 34 machines when I first went there. But you got to consider that all our machines were all computerized. They all ran off computers. And uh, they run four times faster than what they ever made. We run uh, half a gallon whiskey bottles, a 175 to 200 dozen good ones an hour; that's not countin' the bad ones--it's the good ones. That's a lot of whiskey bottles. (yeah) We had uh, beer bottles, 40 ounce quart beer bottles, running 500 dozen good ones an hour. We supplied all the Columbus brewery with their 40 ounce beers (really?). They were really, really mad when the factory over here went down, because our ware run better than

anybody's were ever run at that factory. I was out there; I watched it run. The company sent me out there to watch it run. And it really run good out there. (wow)

Christie: The automation took a lot of jobs, too.

Richard: Automation took a lot of jobs. (mmmh) But imports is killing us.

Christic: And plastic...I know that. You see everything in plastic now. (yeah) It's incredible. Well, that's all the questions I had. I didn't really focus in too much, on the differences I think between when you started there, and when you left. Uh...seems like you felt like there were a lot of really important differences, especially with management. As far as management and worker relations and the kind of uh, socializing and that kind of you know, expense, that the company had for the people.

Richard: Well, you know, for years everybody got along real good. I mean, you had, no matter where you work, there's always some differences. I mean, life is not a smooth board all the time. It's got it's ups and downs. But you know, we played together and we worked together. There wasn't, the line between management and individual people was a very thin line. And then all of a sudden it started changing, and it started, it got like a big black asphalt road between everybody. And you were on that side, and we're on this side, and you stay there, and we'll stay here. You know. And that's how it got. (mmh) And that's what the, I believe that's one of the main, basic reasons that the place went like it did. Because you got to have, you've got to be able to talk to people. You can't talk to somebody and express your views and what you want done without shoutin' or throwin' a tantrum like a baby. You know...you've got to be a grown-up situation. We had a lot of people who might have been educated, but they had never grown up. They were just somebody's kid who got a good job because their dad was up in the company somewhere, or somebody's friend give 'em a boost, or I don't know how they got their job. But they definitely did not know how to manage. To me a manager is someone who knows what they did yesterday, he has an idea what should be done today, and he has a goal to reach tomorrow. And he's willing to sacrifice to get all three. These people are not willing to sacrifice anything for nothing. And that's what happened to management. That's my view of management.

Christie: Well, that's really all the questions. Is there anything else you wanted to say?

Richard: No, I enjoyed having you. (Okay...) I love to talk. I like people. (I do, too) I love to talk to people. I got some friends that's got Multiple Sclerosis, and I go see them every now and then. 'Cause they don't have nobody to talk to. And I, I go talk to sick people. I like sick people. I like to talk, I like old people. I put in for several jobs with the Community Services. My wife likes old people.

Christie: You put, you put in for jobs?

Richard: Van drivers jobs or you know, with Southwestern Community Action and Cabell County Community Services, and stuff like that. I like old people.

Christie: Well, that's great.

Richard: When I first moved on this street, everybody on this street was old. [laughs] Now I'm one of the old people on the street.

Christie: Well, you must have a young neighborhood, then.

Richard: Well it's, compared to when I first moved here, everybody from here down was 80-some years old. (mmh) And when we uh, my boy works for VOCA, and he brings a lot of people down. That's people with mental retarded problems.

Christie: VOCA? (mmm-hmm) V-o-c-a? (Yeah, VOCA). We had, we had people from VOCA down for dinner about 2 or 3 times a week. And we like you know, those type of people, too. (that's great) We like everybody. (yeah) [chuckles]

END OF INTERVIEW